

MEMORANDUM FOR: Deputy Director of Central Intelligence

FROM: Harry E. Fitzwater
Director of Personnel

SUBJECT: Status of NAPA Project and Adoption of Provisions
of Civil Service Reform Act (CSRA)

1. In accordance with your request of 9 July 1979, the following is a summary of actions taken on the Subject projects:

a. NAPA Project

(1) Project Staffing

(a) One officer has been assigned to the Office of Personnel (OP) from each of the Directorates and the Office Training. The last officer to be assigned arrived in OP on 9 July 1979.

(b) Interruptions have been experienced due to assignees breaking loose from past job requirements and previous leave arrangements. Some delay was expected as personnel strive to become better acquainted with NAPA's report.

(2) Operating Plan/Tasking

(a) Individual NAPA recommendations to be studied are assigned to Project Group members by the Project Coordinator.

(b) Recommendations are researched, studied and position papers containing recommended options are prepared. Evaluations are made by OP prior to final recommendations.

(c) Estimated time frames and milestones for each item studied will be developed for project management.

(3) Current Actions

(a) The Project Group is studying principles and concepts of an integrated personnel system. From this, other parts of the system that resulted in NAPA recommendations will evolve; i.e., vacancy notice system, uniform panels, etc.

(b) Retention/elimination of "E" career service is being studied, as is the Director, Equal Employment Opportunity's response to you concerning professionals, technical and clerical labels.

(c) OP is involved with DDA, D/EEO and OGC in studying the uniform guidelines directives.

(d) OP and the IG are studying recruitment processing.

b. CSRA

(1) Senior Executive Service

(a) Two OP personnel and one member of the Comptroller's Staff are working this project.

(b) Leader of the Group, Mr. [REDACTED] is retiring on 13 July 1979 but has agreed to return on contract status to complete the project after taking leave.

(c) Framework of the system is well along including a management plan. Subsystems, such as persons to be involved, performance evaluations, executive development (also a part of NAPA recommendations) and pay scales and funding, are under study. A preliminary paper should be available for OP evaluations in approximately two weeks.

(d) Development of the system is somewhat frustrated by the unfavorable action of Congress on the expected SES pay raises.

2. You will be kept advised.

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cc: DDA